



Basketball Hutt Valley – Code of Conduct

Introduction

We are a non-profit, incorporated society that is dedicated to creating a thriving basketball scene amongst the community and throughout the greater Hutt Valley. Members of Basketball Hutt Valley (BBHV) entrust us with the development and exhibition of the game, its players, coaches, staff, officials and its' supporters. It is important that the way we conduct ourselves reflects the trust our members place in us.

That's why we have a Code of Conduct. This Code provides you with guidelines on how to go about your role and how to best serve our members and the basketball community. It is important you are familiar with the Code and that you read it regularly. In fact, it is a requirement if you are a member.

Membership Coverage

- Players
- Coaches
- Staff (ie Management, trainers, physio)
- Officials Referees, Scorebench)
- Administrators (Employees, Floor Controllers)
- Affiliated Clubs and / or Organisations
- Representatives

Basketball Hutt Valley's Executive Committee has a responsibility to be good governors and employers. You have the right to be treated fairly in all aspects of your membership. In return, there are some things BBHV expects from you. The Code of Conduct includes clear expectations about behaviour and conduct we cannot and will not tolerate, and the consequences of not meeting these expectations. The Code of Conduct is a guide for you. It won't cover every situation or requirement you experience in your role. If you are ever unsure about what to do, ask for the BBHV executive committee for assistance.

About the Code of Conduct

The Code of Conduct tells you about the way we behave, work and carry ourselves in our community. It outlines how we should deal with the people we work alongside and the people we work for, to help make sure we all:

- work with honesty, integrity and respect
- provide the best possible experience, support, guidance and advice to our members
- do the best we can do and be the best we can be

This Code doesn't cover every possible requirement or situation. It gives us a benchmark to work from and gives others a basis from which to judge the way we are working. We have policies and procedures that give you more detail on the way we work. You should understand and act on the policies and procedures that apply in BBHV.

Please note, if you don't meet these standards of conduct your behaviour may result in disciplinary action which could include termination of membership, official roles and / or employment. It is important you fully understand the Code. If you have questions about parts of the Code and how they apply to you in your role, or you are uncertain as to what some of the information means, ask an executive committee member.

When does this Code of Conduct apply?

At all times, regardless of your role and responsibility in the basketball community. Whether you are involved in junior, school, club or representative basketball; BBHV expects your behaviour to align with the principles of its constitution when you are either directly or indirectly representing the sport of basketball, and more particularly Basketball Hutt Valley. It applies while you are attending a game (*immediately before, during and after*) whether as a player, coach, manager, referee, administrator or supporter. Importantly, it also applies to your behaviour off the basketball court and if you are identified as a member of Basketball Hutt Valley.



It is expected that you will comply with the Code of Conduct even when you are:

- Attending organised events or gatherings as team members, coaches, managers, administrators, referees or supporters (*for example team or club dinners, attending basketball clubs or sponsor premises, fundraising or promotional activities*)
- Wearing basketball attire and thereby representing your club, school or BBHV
- Travelling as or with a team or group of coaches, managers, administrators, referees or supporters
- While holding yourself out as acting for or on behalf of your club, school or BBHV as a player, coach, manager, administrator, referee or supporter.

This particularly applies if you play representative basketball, and/or have any contract/agreement with BBHV or BBNZ. In these capacities BBHV considers that you are always representing BBHV and basketball. Therefore, this Code applies to you even when you are not directly undertaking duties associated with basketball at the time.

What happens when you don't comply with this Code of Conduct?

The principles & values set out by BBHV are general principles to simply live by. BBHV therefore anticipates that its members will find them easy to comply with. However, if your behaviour does not reflect the principles, then that will have consequences for your involvement in basketball. If after a fair process, BBHV is of the view that you have failed to comply with this Code of Conduct, then it will consider your behaviour as misconduct. That is, misconduct will include any behaviour that does not comply with this Code of Conduct.

Where there has been an allegation of misconduct, or if it comes to the attention of the BBHV that your behaviour may not align with this Code of Conduct, then we will address this with you. You will always have an opportunity to explain your actions. If it is ascertained that misconduct has occurred, then there will be consequences for you depending on the seriousness of the misconduct.

Whilst everyone involved in basketball within the Hutt Valley region is expected to embrace the BBHV principles and values, players that are contracted under the Collective Employment Agreement (*between BBNZ, NBL and Players Collectives*) and any other NZ Basketball Player Agreement shall be held to account for misconduct (*as defined within those agreements*) and consequential disciplinary processes shall be applied as described under the terms of the applicable agreement. Individuals who have contracts of employment with BBHV, affiliated clubs or any other affiliated basketball entity or body within the Hutt Valley region, shall be held to account for misconduct (*as defined within those contracts*) and consequential disciplinary processes shall be applied as described under the terms of the respective employment contracts.

Note: *these agreements/contracts take precedent over the BBHV Code of Conduct when it comes to dealing with issues of misconduct.*

What is misconduct, and what is likely to be serious misconduct?

Serious Misconduct might include (*but is not limited to*):

- Actions, conduct, comments or behaviour that offends others or harms others and/or could bring your club, school, BBHV or the game into serious public disrepute
- Acting contrary to the best interests of BBHV, your club, school or basketball
- Engaging in behaviour that could result in criminal charges where it is evident that behaviour conflicts with the BBHV constitution, regardless of whether or not convictions result
- Racism through the belief in the superiority of one race over another, which results in discrimination and prejudice towards people based on their race or ethnicity
- Harassment or discrimination through non-consensual and unwarranted behaviour (*including of a sexual nature*) that a person finds offensive, intimidating or humiliating and has a detrimental effect upon a person's dignity, safety or well-being. This may include unwelcome contact, jokes, comments or pranks based on race, religion, gender or sexual orientation
- Committing any doping offence in breach of any doping rules or regulations or any competition rules
- Consumption of banned substances under the World Anti-Doping Agency (WADA) Code or illegal drugs
- Wrongful or criminal deception intended to result in financial or personal gain
- Accepting a bribe and/or agreeing not to play any game of basketball to the best of your ability
- Betting or gambling (*or causing another person to bet or gamble on your behalf*) on the outcome of any game of basketball in which you play
- Repeated misconduct (*as described below*).



Misconduct might include (but is not limited to):

- Failure to adhere to specific basketball related requests or instructions of your school, club, or BBHV without good reason
- Failure to adhere to policies, protocols or regulations whether they be established by the school, club, BBHV, BBNZ or FIBA
- Inappropriate use of social media
- Using offensive or abusive language directly
- Bullying including through the use of strength or influence by any medium to harm or intimidate. It includes victimising, humiliating, intimidating or threatening a person
- Treating a person unfairly, harshly or inappropriately
- Consume alcohol or be intoxicated while in the role of coaching, managing and/or supervising young players aged 17years and under
- Allow the unlawful supply of alcohol at training, games, or club functions
- Pleading guilty to, or being convicted of, a minor criminal offence including EBA (Excess Breath-Alcohol), shoplifting/theft, assault or damage to property



PLAYER – Acknowledgment Form

To participate as a player in Basketball Hutt Valley competitions, players are required to read adhere, uphold and acknowledge agreement to the following Code of Conduct of Basketball Hutt Valley Association.

Players shall conduct themselves in a manner that is outlined in the BBHV’s Code of Conduct. All players will reflect the principles and values of BBHV which brings credit to themselves and the game. Players shall:

- Treat all participants equally and with dignity and respect and always conduct themselves in an ethical way.
- Play according to the letter and intent of the rules and regulations of basketball and of the particular game, tournament, or league in which they are participating.
- Play in a spirit of competitive sportsmanship accepting the official’s decision without dissent.
- Control their behaviour on and off the court and refrain from any violent or abusive actions and language.
- Co-operate fully with their coach and teammates remembering that they are participating in a team sport.
- Respect their opponents and not participate in any baiting, verbal abuse, or intimidating activities.
- Be humble in victory and gracious in defeat.
- Players shall accept refereeing with good grace:
 - Approaches to referees shall be by the (court) captain and/or head coach only and in accordance with the provisions of the FIBA Official Basketball Rules.
 - Court captains (and coaches) are to approach referees in a courteous and reasonable manner. In matches involving Junior Referees, approaches can only be made to the Senior Referee, Referee Coordinator or Floor Controller Players shall refrain from:
 - Continually following officials to question decisions
 - Dissenting from decisions, either with words or body language.
 - Making gestures with waves of arms, indecent body language, facial expressions and other similar actions of dissent.
 - “mouthing off” when officials turn their backs, or the player turns away from the official.
 - Using rude, offensive and/or threatening language.

Acknowledgment:

I have read Basketball Hutt Valley’s Code of Conduct and I understand my responsibilities and conduct as a player and team member. By signing this form, I agree to abide by all parts to this Code of Conduct

.....
Full Name

.....
Signature **Date**

Please return the signed ‘Acknowledgement Form’ to BBHV Executive Committee to:
bbhv.secretary@gmail.com